

Amendments to the Drawings:

The drawing sheet or sheets attached in connection with the above-identified application containing Figures 1-18 are being presented as a new formal drawing sheets to be substituted for the previously submitted drawing sheet or sheets.

REMARKS

Applicant respectfully requests reconsideration of the present application in view of the foregoing amendments and in view of the reasons that follow.

Claim 9 is requested to be cancelled.

Claims 1, 8, 12, 15, and 16 are currently being amended.

Claims 17-20 are being added.

This amendment adds, changes and/or deletes claims in this application. A detailed listing of all claims that are, or were, in the application, irrespective of whether the claim(s) remain under examination in the application, is presented, with an appropriate defined status identifier. No new matter has been added.

After amending the claims as set forth above, Claims 1-5, 7-8, and 10-20 are now pending in this application.

Regarding Drawing Objections

The drawings have been objected to because they contain handwritten annotations. Applicant is submitting herewith formal drawings in compliance with 37 C.F.R. 1.121(d) as suggested by the Examiner. Applicant respectfully requests the objection to the drawings be withdrawn.

Regarding Section 101 Rejections

Claims 1-5 and 7-16 have been rejected as being directed to non-statutory subject matter.

Applicant has amended independent Claims 1 and 12 to tie the process steps to a computer-based management system. Claims 2-5 and 7, 8, 10 and 11 depend from amended Claim 1 and Claims 13-16 depend from amended Claim 12 and are allowable for the same

reasons. Therefore, Applicant respectfully requests the withdrawal of the rejection of Claims 1-5, 7, 8, and 10-16 under §101.

Regarding Section 103 Rejections

Regarding Claims 1-5, 7-11

Claims 1-5 and 7-16 have been rejected under 35 U.S.C. §103(a) as being unpatentable over U.S. Publication No. 2002/0069080 (hereinafter, “Roy”) in view of Almog et al. U.S. Publication No. 2002/0002479 (hereinafter, “Almog”). The rejection is respectfully traversed.

Independent claim 1, as now amended, describes a first user developing a job description corresponding to a first job opening, the first job description comprising a first set of components, and storing the components in a database. The claim also recites a second user creating a second job description based upon the first job description, the second job description corresponding to a second job opening. The second job description has a second set of components, at least some of which are selected from the first set of components stored in the online database.

Roy describes a system for cataloging and selecting employment skills and for matching the skills of particular candidates to the skills needed for a particular job. (Roy, Abstract). In the system of Roy, a catalog of all possible skills is created that is organized according to a standardized hierarchy of codes. (Roy, ¶¶ 0017-0021). The catalog is not a job listing in itself; rather, it is a list of all possible skills from which job requirements may be defined by selecting from the catalog the skills needed for the job. Similarly, an individual candidate’s skill set may be defined as a listing of codes corresponding to the skills that the individual candidate possesses. (Roy, ¶¶ 0038-0039). In the system described in Roy, individuals looking for jobs select and post their skills from the catalog, while employers seeking candidates select and post the skills they require. (Roy, ¶ 0053). The system of Roy can then provide an employer with a set of candidates whose skill sets match the required skills. (Roy, ¶ 0056). A purpose of Roy is

to provide a standardized valuation and description of job skills to provide uniformity across job descriptions and candidate skill sets, and to permit the creation of a truly specialized description for each candidate or each position, while still using standardized terms. (See, e.g., Roy, Abstract; ¶ 0010; ¶¶ 0038-0044).

As the Office Action notes, Roy does not disclose a method that includes “creating a second job description based upon the first job description, the second job description corresponding to a second job opening and having a second set of components, at least one of which is selected from the first set of components,” as recited in claim 1. The Office Action states that it would be obvious to modify Roy’s method to use a previous job description when creating a new description by editing an existing job description, but the reference simply does not provide motivation for this modification.

In particular, a key motivation of Roy is to create a uniform database of skills that can be drawn upon to create highly accurate, specialized job descriptions. The use of this uniform database teaches away from the adaptation of existing job descriptions to create new ones for at least the following reasons. First, instead of adapting an existing job description, a user of the Roy system can easily create a new, accurate, customized job description using the readily-accessible standardized descriptions of skills. Second, there is no need in the system of Roy to copy existing job descriptions, because new job descriptions will already use terms from the standard set. Lastly, revising a job description is not the same as creating a new job description because only one job description (the revised job description) will be on the system at any given time. Thus, Roy teaches away from “a second user creating a second job description based upon the first job description, the second job description corresponding to a second job opening and having a second set of components, at least one of which is selected from the first set of components,” as recited in amended claim 1.

Further, Roy does not teach “the first set of components in an online database as at least one object-oriented object, wherein the online database is configured as an object hierarchy including a plurality of interrelated objects” as now claimed in Claim 1.

The Office Action states that Roy does not disclose the “second job description corresponds to a second job opening. However, Almog discloses formulating requirements for a job, the server suggests requirements for the position based on previous job openings posted by the employer. Thus, the second posting and description that is created on is based on the first job description from the previous job opening that was posted. As now claimed, it is “a second user creating a second job description based upon the first job description” and not the “system” making suggestions as to requirements as described in Almog.

Further, Almog does not teach “the first set of components in an online database as at least one object-oriented object, wherein the online database is configured as an object hierarchy including a plurality of interrelated objects” as now claimed in Claim 1.

Neither, Roy or Almog, alone or in combination, teach, suggest, or otherwise make obvious “permitting, within a first instance of an interface of the computer-based management system, a first user to develop developing a first job description corresponding to a first job opening, the first job description comprising a first set of components; storing, by the computer-based management system, the first set of components in a an online database as at least one object-oriented object, wherein the online database is configured as an object hierarchy including a plurality of interrelated objects; and permitting, within another instance of the interface of the computer-based management system, a second user to create creating a second job description based upon the first job description, the second job description corresponding to a second job opening and having a second set of components, at least one of which is selected from the first set of components stored in the online database” as now claimed in Claim 1. Therefore, Applicant respectfully requests the withdrawal of Claim 1 under 35 U.S.C. § 103.

Claims 2-5 and 7-11 depend from amended Claim 1 and are therefore patentable for at least the same reasons. Accordingly, withdrawal of these rejections is respectfully requested.

Regarding Claims 12-16

Claims 12-16 have been rejected under 35 U.S.C. §103(a) as being unpatentable over U.S. Publication No. 2002/0069080 (hereinafter, “Roy”) in view of Danielson et al. U.S. Patent 6,993,723 (hereinafter, “Danielson”). The rejection is respectfully traversed.

Claim 12 as amended recites “storing the at least one portion of a job description in an online database as at least one object-oriented object, wherein the online database is configured as an object hierarchy including a plurality of interrelated objects.”

As stated above, Roy does not describe “storing the at least one portion of a job description in an online database as at least one object-oriented object, wherein the online database is configured as an object hierarchy including a plurality of interrelated objects” as now claimed in amended Claim 12. Nor is there any motivation to modify Roy to include such limitation. The purpose of Roy is to create a searchable knowledge base of individual skills indexed in a hierarchical cataloging, measuring, and valuation system, and to provide a standard set of skills descriptions that can be used to create specific candidate resumes with descriptions of candidate’s skills according to the standard descriptions. (See, e.g., Roy, Abstract; ¶ 0010; ¶¶ 0038-0044).

Danielson describes a system, method and program are provided for listing activities in a graphical user interface in a collaborative work tool framework. However, Danielson does not describe anything with relation to job postings or job descriptions nor does Danielson describe “storing the at least one portion of a job description in an online database as at least one object-oriented object, wherein the online database is configured as an object hierarchy including a plurality of interrelated objects” as now claimed in amended Claim 12.

Neither, Roy or Danielson, alone or in combination, teach, suggest, or otherwise make obvious “storing the at least one portion of a job description in an online database as at least one object-oriented object, wherein the online database is configured as an object hierarchy including a plurality of interrelated objects” as now claimed in Claim 12. Therefore, Applicant respectfully requests the withdrawal of Claim 12 under 35 U.S.C. § 103.

Claims 13-16 depend from now amended Claim 12 and are therefore patentable for at least the same reasons. Accordingly, withdrawal of this rejection is respectfully requested.

Regarding New Claims 17-20

New Claims 17-20 include similar combined limitations as now claimed in Claims 1 and 12 and are therefore patently distinguishable over the cited references. For example, Claim 17

includes “an object hierarchy including a plurality of interrelated objects”... “a first user to develop a first job description corresponding to a first job opening” ... “wherein the first set of components is stored in the online database as at least one object-oriented object” ... “a second user to create a second job description based upon the first job description, the second description corresponding to a second job opening and having a second set of components, at least one of which is selected from the first set of components stored in the online database.” Claim 18 includes “a first user to develop a first job description corresponding to a first job opening” ... “storing, by the computer-based management system, the first set of components in an online database as at least one object-oriented object, wherein the online database is configured as an object hierarchy including a plurality of interrelated objects” ... “a second user to create a second job description based upon the first job description, the second job description corresponding to a second job opening and having a second set of components, at least one of which is selected from the first set of components stored in the online database.” Claim 19 includes “an online database configured as an object hierarchy including a plurality of interrelated objects”... “wherein the at least one portion of a job description is stored in the online database as at least one object-oriented object.” Claim 20 includes “storing the at least one portion of a job description in an online database as at least one object-oriented object, wherein the online database is configured as an object hierarchy including a plurality of interrelated objects.”

Neither, Dane, Almog, or Danielson, alone or in combination, teach, suggest, or otherwise makes obvious the limitations of new Claims 17-20.

Applicant believes that the present application is now in condition for allowance. Favorable reconsideration of the application as amended is respectfully requested.

The Examiner is invited to contact the undersigned by telephone if it is felt that a telephone interview would advance the prosecution of the present application.

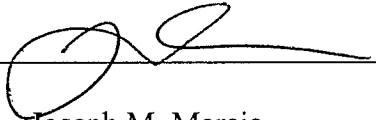
The Commissioner is hereby authorized to charge any additional fees which may be required regarding this application under 37 C.F.R. §§ 1.16-1.17, or credit any overpayment, to

Deposit Account No. 19-0741. Should no proper payment be enclosed herewith, as by the credit card payment instructions in EFS-Web being incorrect or absent, resulting in a rejected or incorrect credit card transaction, the Commissioner is authorized to charge the unpaid amount to Deposit Account No. 19-0741. If any extensions of time are needed for timely acceptance of papers submitted herewith, Applicant hereby petitions for such extension under 37 C.F.R. §1.136 and authorizes payment of any such extensions fees to Deposit Account No. 19-0741.

Respectfully submitted,

Date 9/3/09

FOLEY & LARDNER LLP
Customer Number: 48329
Telephone: (617) 342-4034
Facsimile: (617) 342-4001

By 
Joseph M. Maraia
Attorney for Applicant
Registration No. 55,926